
Minutes Human Relations Commission May 13, 2003

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, May 13, 2003, 6:00 P.M., at the EXECUTIVE CONFERENCE ROOM, 3RD FLOOR, CITY HALL, Tempe, Arizona.

(MEMBERS) Present:

Shana Ellis
Marlene Gerstman
Zita Johnson
Michael Lisi, Jr
Joel Navarro
Gail Paredes-Ewen
David Strang
Muhammed Zubair

(MEMBERS) Absent:

John Baracy
Edwin Gonzalez-Santin
Gail LaGrander
Louis Olivas
Virginia Pesqueira

City Staff Present:

Rosa Inchausti
Andrea Groves
Jayson Matthews
Diana Kaminski

Guests Present:

Ray Babina

Meeting convened at 6:05 P.M.

CHAIR MARLENE GERSTMAN called the meeting to order and provided an opportunity for the public to address the Commission.

Agenda Item 1-Public Appearances

None.

Agenda Item 2- Consideration of Meeting Minutes: April 15, 2003 (Motion Required)

Since May's HRC meeting was not properly posted, minutes from April's meeting need to be ratified.

Agenda Item 3 – General Plan 2030 Presentation

Staff Diana Kaminski passed out packets and provided a brief synopsis of General Plan 2030:

- 1) The General Plan presents City goals, objectives, and strategies by which land is planned, developed and used.
- 2) Under General Plan 2030, the Projected Land Use Map reflects how ASU uses their property instead of being categorized as simply educational.
- 3) Under General Plan 2030, the Projected Land Use Map cannot designate private, open space without the owner's permission.
- 4) The General Plan 2030 Projected Density Map reflects the category change of selected commercial property to mixed-use to allow for more residential use.
- 5) Tempe is projecting a population of 190,000. The Projected Density Map reflects available for housing development in Tempe.
- 6) The City is soliciting comments on the General Plan 2030 through August 8, 2003. Comment cards are enclosed in the packets.
- 7) The General Plan 2030 document will go through a formal hearing process with Planning & Zoning and then to Council in either November or December of 2003. If approved, the document will go through the election process and placed on the ballot in May of 2004.

Agenda Item 4 –Community Engagement Committee Update

In Vice-Chair Virginia Pesqueira's absence, Commissioner Joel Navarro provided an update from the last Community Engagement Committee meeting:

- 1) The committee wants to review and update the old Community Engagement Committee flyer. Commissioner Navarro did not have a copy of the flyer to show the Commission.
- 2) The committee decided to forego the decision to recommend to the City to protest the war since it has ended.
- 3) Commissioner Navarro will meet with the Peer Solutions subcommittee to begin working on designing a booth and brochure for HRC. They will not begin meeting until the Fall of 2003.
- 4) Commissioner Navarro met with the Mayor's Youth Advisory Committee (MYAC) to request assistance with designing a booth and brochure for HRC. They suggested that the HRC host a booth competition among the student councils of Tempe's high schools and present an award for the best booth design.

Agenda Item 5 – Tempe Talks: A Community Conversation

Commissioner Zita Johnson reported on the Tempe Talks: A Community Conversation program held May 4, 2003:

- 1) The program was held using a fishbowl format, in which the audience surrounded the panel.
- 2) There were 50-55 people in attendance. There was no overt disapproval or hostility.
- 3) There was a one-hour discussion among the panelists, followed by a question-and-answer session with the audience.
- 4) Rory Gilbert, Chair of the Phoenix Human Relations Commission, facilitated the program.
- 5) The program was videotaped, with nine scheduled showings of the program in May. Additional times will be scheduled in June. Check Tempe's website for the schedule.

General Discussion of the Tempe Talks: A Community Conversation program included:

- One commissioner commented that they did not hear a lot of problems with family, jobs, or church from panel members.
- Another commissioner commented that she would have liked to have seen more HRC Commissioners attend the program.
- Staff was asked to check to see if a copy of the program could be made available for check-out at the Tempe Public Library.

Agenda Item 6 – Rules and Regulations Ad Hoc Committee Update

Chair Marlene Gerstman reported on the progress of the review of the Tempe Employee Rules and Regulations:

- 1) The committee consists of Commissioners Navarro and LaGrander and Chair Gerstman.
- 2) In December of 2002, the City asked the committee to review a five-page document. The committee, however, asked for more information to have the full context of what they were reviewing.
- 3) As of today, the committee has reviewed all of the existing rules and regulations except for the section pertaining to Diversity.
- 4) Staff commented that HR and the City Attorney's Office, as well as the Diversity Office are currently reviewing Diversity rules and regulations.

Agenda Item 7 – Diversity Steering Committee Update

Chair Marlene Gerstman provided an update on HRC's oversight as part of the Diversity Steering Committee, followed by Staff Rosa Inchausti:

- 1) Chair Gerstman reported that the Diversity Steering Committee has decided to hire Janell Youtsey to help put together deliverables within a certain time frame.
- 2) Chair Gerstman recapped that the HRC put together a presentation to address concerns that the Steering Committee's outcomes were not actionable. A commissioner clarified that the HRC agreed not to move forward with this presentation. Instead, a letter of recommendation was written to Mayor & Council.
- 3) Chair Gerstman added that there was a meeting of the Diversity Steering Committee in which they decided not to have the HRC participate any longer. The HRC would better serve them on the Finance & Diversity Council Committee because of confidentiality concerns, since the HRC are not City employees.
- 4) Rosa Inchausti stressed that an outside perspective is important, and Janell Youtsey has been hired to provide this role.
- 5) Rosa Inchausti said that the committee felt that the HRC served its purpose in guiding and steering. Since then, the Finance & Diversity Council Committee was established to provide the Diversity Action Plan oversight.
- 6) Rosa Inchausti added that the committee has learned that having a dual role of developing a plan and overseeing its implementation is a conflict of interest. Therefore, HRC's advisory role would be better served on the Finance & Diversity Council Committee.

General Discussion of the Diversity Steering Committee's decision included:

- The HRC has been a part of the Steering Committee for some time, but now its role is no longer needed.
- Staff added that this was a unanimous consensus among all the employee groups. They brought the recommendation before the Diversity Steering Committee.

- The communication channel would not change. If the HRC has a concern to address to Mayor & Council, they could present the concern to the Finance & Diversity Council Committee. The subcommittee, in turn, would present it to the Council as a whole.
- On the other hand, Diversity Steering Committee updates would come to the HRC through the Diversity Office.

Staff Rosa Inchausti provided an update on the last Diversity Steering Committee meeting:

- 1) The committee identified five strategic areas to begin working on: good old boy network, inclusion, promotion, bias and conflict.
- 2) The next step for the committee is to identify deliverables. Janell Youtsey will help the committee determine those deliverables.
- 3) Janell Youtsey and Rosa Inchausti have been meeting with HR and the Police Department and will begin meeting with Financial Services. They are among the departments identified in the Diversity Audit.
- 4) In response to a question, Rosa Inchausti commented that the HR Manager and Deputy Manager requested to attend the next HRC meeting in efforts to do more outreach. They would like to take on more of an employee advocacy role.

Agenda Item 8 – Finance and Diversity Council Committee Update

Commissioner Michael Lisi provided an update on the last Finance & Diversity Council Committee meeting:

- 1) The subcommittee discussed HRC's role, a topic reviewed in depth in the previous agenda item.
- 2) Councilmember Copple requested, for future reference, when the HRC has recommendations to Mayor & Council, please make a formal motion and approve as a body, so that it can be approved at a council meeting. Do not send them to the subcommittee for just discussion.
- 3) Now that the war in Iraq is over, Commissioner Lisi, in retrospect, said that the City government and police handled the situation in downtown very well. He especially appreciated the article in a newspaper that stated that all city buildings are safe havens in case anyone was harassed.
- 4) The meeting times of the subcommittee have been changed from the second Tuesday of the month to the fourth Tuesday of the month to accommodate receiving issues or concerns from the HRC in a timely manner.

General Discussion regarding the last Finance & Diversity Council Committee included:

- A commissioner asked for discussion on the HRC's response to the request from the subcommittee to review HRC's strategic plan.
- A commissioner said it may be a good idea to provide an update on where the HRC subcommittees are.
- One commissioner felt that the HRC has accomplished the strategic goals on the plan, with the exception of the recommendation to have Mayor & Council and Senior City Management attend an Anytown retreat.
- Several commissioners are new to HRC and unaware of the strategic plan.
- Staff was asked to send all commissioners a copy of the strategic plan.

Agenda Item 9 – César Chávez Park Naming Recommendation (Motion Required)

Staff Rosa Inchausti led discussion on naming a park in honor of César Chávez:

- 1) Staff contacted the César Chávez Foundation and found out that no special permission is necessary to dedicate a park after César Chávez.
- 2) The Foundation offered to send a letter to HRC addressed to Mayor & Council in support of the effort to name a park after César Chávez.
- 3) The HRC can make a motion to have a representative attend the next Parks & Recreation Board meeting with the proposal of naming a park after César Chávez.

General Discussion on naming a park after César Chávez included:

- One commissioner was not ready to make a motion without first seeing the letter of support and having an idea of what HRC will present at the Parks & Recreation Board meeting.
- This item will be placed on the agenda for discussion and motion at the next HRC meeting.

Agenda Item 10 – HRC By-Law change recommendation concerning time limit on public comment and discussion regarding the communities' ability to communicate with HRC
In Commissioner Gail LaGrander's absence, Chair Marlene Gerstman led discussion on HRC's By-Law change:

- 1) Since the HRC will have its meeting at Escalante Center in June, July, August and September, the Commission will have an opportunity for more public involvement.
- 2) Commissioner LaGrander felt that the three-minute limit for public comments was too limited. Five minutes would be better.

General Discussion concerning the time limit on public comments included:

- Several commissioners agreed that three minutes is adequate time for public comments. If the issue is a hot topic, the person can request to be placed on the agenda.
- Chair Gerstman stated that it would be more welcoming and would perhaps encourage public comments if the time frame was increased to five minutes.
- Some commissioners realized that the public appearance rule restricts public comments to items on the agenda and was not clear if Commissioner LaGrander wanted to remove this restriction as well.
- A copy of the HRC's current By-Laws was passed out and reviewed by the HRC. The commissioners are now questioning the origin of the three-minute limit stated on their agendas when their By-Laws state a five-minute limit.
- Kathy Matz will be invited to the next HRC meeting.
- Staff was asked to have public comments cards and name plates for the HRC ready for the next meeting.

Agenda Item 11 – HRC Retreat Update

Chair Marlene Gerstman provided an update on HRC's upcoming retreat:

- 1) The date for the retreat is June 28, 2003 at the Tempe Mission Palms Hotel.
- 2) Chair Gerstman is presently working on getting a facilitator for the retreat. She is requesting feedback from commissioners either tonight or through e-mail on agenda items for the retreat.
- 3) Breakfast and lunch will be provided. The proposed schedule for the retreat is 8:30 a.m. to 4:00 p.m.
- 4) The retreat will provide an opportunity to give a historical perspective of the HRC, since there will be four commissioners leaving in December of 2003.

- 5) The retreat will also give an opportunity for the HRC subcommittees to give an update on where they have been and where they stand presently.
- 6) There will be a pre-retreat packet sent to all commissioners in preparation for the event.

Agenda Item 12 – Commissioner's Announcements

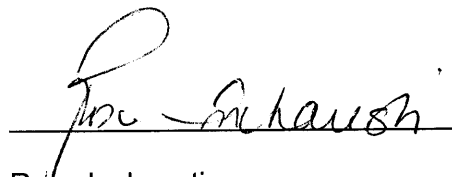
- Baha'i Information Center has opened at Rural & Spence in Tempe. They have meeting space available and are reaching out to the community. This could be a good spot for HRC meetings.
- One commissioner requested that staff get feedback from the Finance & Diversity Council Subcommittee on what are the top two things that they would like to see Diversity accomplish and their opinion on how HRC fits or does not fit with Diversity.

The Commission's next meeting will be **June 10, 2003**.

Meeting adjourned at 7:56 P.M.

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

A handwritten signature in black ink, appearing to read "Rosa Inchausti", is written over a horizontal line.

Rosa Inchausti
Diversity Director